

## Federal Women's Program (FWP) Overview

**Purpose:** ensure equal opportunity in the hiring, advancement, training, and treatment of women

**Goal:** strive to achieve a civilian workforce in which qualified women are represented in every major organizational element, occupational category, and grade commensurate with their representation in the relevant civilian workforce

## Federal Women's Program Manager (FWPM)

**Federal Women's Program Manager should understand the causes and effects of racial discrimination; have good managerial and organizational skills; be familiar with the principles of personnel management; and be able to identify and work to resolve problems that affect the hiring, advancement, training, treatment, and recognition of women employees within the workforce**

## **Overview of FWPM Duties**

**Develop and evaluate policies and procedures for the FWP; identify and resolve actual and perceived system inequities which adversely affect women**

**Provide leadership, advice, and guidance to managers, supervisors, and employees**

**Serve as an advocate to management for the changes necessary to overcome barriers which restrict equal employment opportunities**

**Analyze statistical data for women**

## **Overview of FWPM Duties (Cont'd)**

**Coordinate with civilian personnel to identify vacant positions or promotional/training opportunities for which women may want to apply**

**Provide career information and counseling to women**

**Work with government and non-government organizations to provide opportunities for career enhancement of women**

**Represent the commander at local and national meetings and conferences that may be beneficial to the Army**

# **Women's History Month**

**Celebrating women's accomplishments dates back to March 8, 1911, the first International Women's Day. The day was celebrated in Europe and Asia with parades and demonstrations to honor women.**

**Women's observance programs started in the 1960s when President Kennedy established the commission on the status of women.**

**In 1981, Congress passed a joint resolution proclaiming March as Women's History Month.**

**FY 07 Theme: “Generations of Women  
Moving History Forward ”**

# Women's Equality Day

In 1971, the U.S. Congress designated August 26<sup>th</sup> as Women's Equality Day

The date was selected to commemorate the 1920 passage of the 19<sup>th</sup> Amendment to the Constitution granting women the right to vote. The date also calls attention to women's continuing efforts toward full equality



# **Federally Employed Women (FEW), Inc.**

**Strives to eliminate gender discrimination in the federal government**

**Establishes and maintains working relationships with federal agencies that advocate the fair application of EEO and personnel laws, policies, procedures, and practices**

**Improves the quality of life for women by influencing Congressional and Administration actions**

**Works continually to achieve a unified and diverse membership**

**Web Site:**  
**<http://www.few.org>**

**38<sup>th</sup> Annual FEW Training Conference**  
**16-20 Jul 07; Washington, DC**

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**You Can Help!**

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**Contact your local  
EEO Office to  
become a member of  
the Special Emphasis  
Program Team**







**Additional information is  
contained on note pages in the  
original PowerPoint  
presentation. If you would like  
a copy, please contact the  
TRADOC EEO Office.**